

Kronos for Goodwill Industries

Leveraging your workforce to further your mission

With a mission of helping people in need reach their full potential through learning and work, Goodwill organizations naturally see employee turnover when staff members who are trained and have advanced their skills move on to other opportunities. The costs of turnover are high, however, as new employees need to be onboarded and trained — and then the cycle begins again.

Using paper-based processes to recruit, hire, and onboard new employees — as well as manage them throughout their employment — is time-consuming and inefficient. Replacing these manual processes with a Kronos® solution for Goodwill Industries can streamline HR's recruiting, hiring, and onboarding duties and free up managers to better manage their workforce, increasing employee engagement and retention. Efficiencies and improved staff engagement, which reduces turnover, can deliver significant savings that can be used to support the mission of Goodwill.

Control costs and reallocate savings to mission

Although typically low budgets may make some organizations shy away from an automated human capital management solution, over the long term, the upfront investment pays substantial dividends.

Trying to control labor costs with time-consuming, error-prone manual processes or disparate systems can be difficult — and the catalyst for change. Many departments are understaffed and dealing with enormous workloads, but much of this work — onboarding, time and attendance, and payroll — can be automated, saving significant staff time. With labor accounting for a large portion of your budget, more efficiently managing your workforce provides great opportunities for savings that can be devoted to your mission.

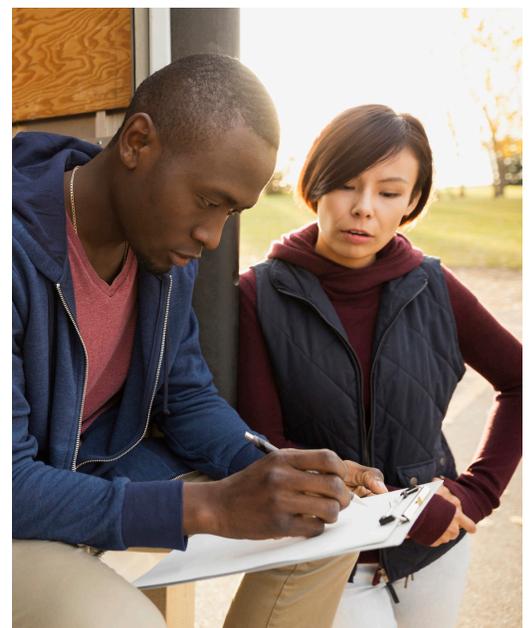
Gain greater efficiencies and insight into labor costs

A Kronos solution for Goodwill automates management of your workforce, beginning with easier onboarding practices that eliminate massive amounts of paperwork. Automating the payroll process reduces payroll errors and makes it easier for a few staff to handle payroll for a large number of employees. Advanced reporting provides a clear picture of how labor costs are allocated across all programs, grants, and contracts, enabling you to see exactly where your budget dollars are being spent and to budget more proactively.



Key Benefits

- » **CONTROL COSTS AND REALLOCATE SAVINGS** into programs and services that enrich the lives of employees and the community
- » **ENGAGE YOUR WORKFORCE** through mobile access, schedule flexibility, and more
- » **IMPROVE PRODUCTIVITY** so employees can focus on supporting your mission
- » **MINIMIZE WORKFORCE COMPLIANCE RISK** to protect both staff and Goodwill Industries



Reduce the costs of turnover through engagement

Recruiting and training new employees can be costly, especially with the extensive paperwork associated with each employee's lifecycle in your organization. Ensuring high employee engagement throughout your workforce is critical to reducing turnover.

Providing employees with real-time visibility into their employment information — schedules, time and attendance, accruals, time off — at the time clock, on a mobile device, or on the web boosts their engagement and can help you retain top-performing employees. Using multiple data collection methods also helps to ensure that employees' time and attendance information is accurate — whether they work on site or remotely — and their paychecks are correct. Automating open enrollment and interfacing directly with benefit vendors streamlines the process, saving staff valuable time and further enhancing employee satisfaction and engagement.

Minimize compliance risk with accurate information

A Kronos solution for Goodwill enables you to apply and enforce policies consistently across your organization, giving you better control over managing employee attendance and leave information, including Family Medical Leave Act compliance. Real-time visibility and alerts also help you know when employees are approaching hourly thresholds, so you can better manage overtime and requirements related to the Fair Labor Standards Act and Affordable Care Act. A complete audit trail of documentation supports compliance with numerous workforce regulations.

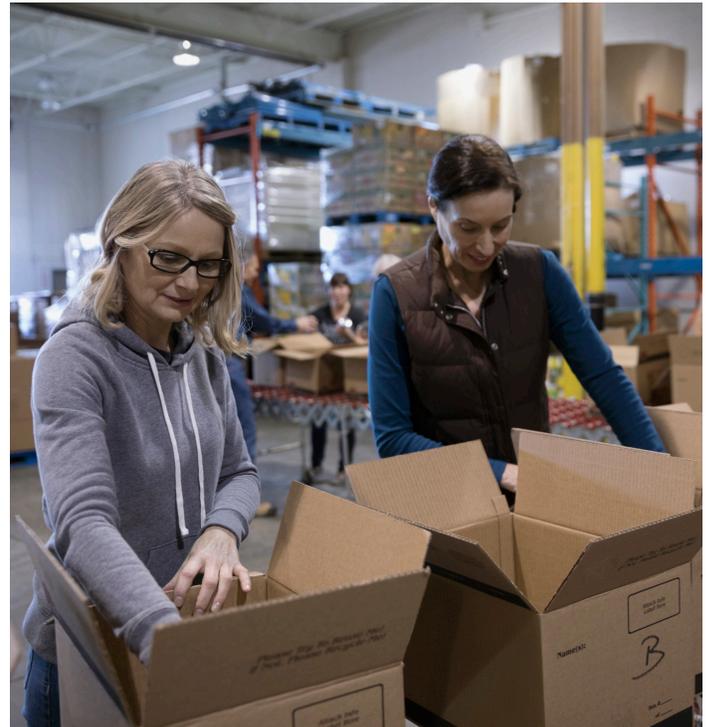
Kronos and Goodwill: a proven partnership

Kronos is partnering with more than 20 Goodwill organizations to help them better manage their workforces. We offer a wide variety of human capital management solutions and have the experience to help you achieve the essential balance of cost-effectively managing your workforce while providing valuable services to employees and the community.

We can help you attract, retain, and manage a best-fit workforce with our easy-to-use and easy-to-own Kronos solution for Goodwill Industries. When employees and managers aren't bogged down with time-intensive human capital management tasks, they are freed up to support Goodwill's mission of improving the quality of life of individuals and families.

About Kronos

Kronos is a leading provider of workforce management and human capital management cloud solutions. Kronos industry-centric workforce applications are purpose-built for businesses, healthcare providers, educational institutions, nonprofits, and government agencies of all sizes. Tens of thousands of organizations — including half of the Fortune 1000® — use Kronos. **Kronos: Workforce Innovation That Works™.**



Put a Kronos solution for Goodwill Industries to work for you:
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